



Fort Benning GA

Equal Opportunity



EqualLine Newsletter

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EOR and CO2 Course Information

SPECIAL THANKS !!

The Fort Benning Equal Opportunity Office would like to thank all the Soldiers, civilians and family members of the community for their support of all the ethnic events that we conduct throughout the year!!

Next Ethnic Observance Events:

>Days of Remembrance Trip to the
Brenan Museum and Greenwood
Cemetery in Atlanta, 28 Apr 04
>Asian Pacific Islander Month
Luau, 14 May 04, Uchee Creek
Campgrounds and Recreation
Center

The following is a list of upcoming EO Representative and CO2 Facilitator course dates. If a unit wants a soldier to attend either of these two courses, they must submit the soldier's name, rank and SSN to their respective unit EOA NLT two-weeks prior to the start of the course.

In order to attend the EOR course you must be in the rank of SGT/E-5 - 1LT and be on additional duty orders as the Primary

or Alternate Unit EOR. Soldier must bring a copy of their additional duty orders on the first day of class.

The CO2 Facilitator course is open to all grades of DA civilians and military members in the rank of SGT or higher. Those attending the EOR course will also be certified as a CO2 Facilitator. Remember, there are only 28 slots available post-wide for any single course.

EORC class dates

04-04 12-23 Apr 04

04-05 07-18 Jun 04

CO2 class dates

04-02 03-06 May 04

04-03 12-15 Jul 04

The Army's EO Program

The U.S. Army will provide EO and fair treatment for military personnel and family members without regard to race, color, religion, gender, or national origin, and provide an environment free of unlawful discrimination and offensive behavior. This policy: Applies both on and off post, during duty and non-duty hours. Applies to working, living, and recreational environments (including both on and off-post housing). Requires that soldiers will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin. The assignment and utilization of female soldiers are the only exceptions to our non-biased personnel management process. AR 600-13, Army Policy for the Assignment of Female Soldiers, prescribes policies, procedures, responsibilities, and the position coding system for female soldiers. Requires rating and reviewing officials evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment and document significant deviations from that commitment in evaluation reports. Substantiated complaints require a "Does not support EO" on the NCOER or the OER. This documentation includes administering appropriate

administrative, disciplinary, or legal action(s) to correct inappropriate behavior.

EO Principles

Commanders and leaders must: Be responsible for unit EO; Promote harmony; do not merely avoid disorder; Support individual and cultural diversity; ensure discipline is not compromised; Provide fair and equal treatment for all soldiers and employees.

PRINCIPLES OF THE EO PROGRAM

For any program to be effective, it must be based on certain principles. The Army's EO Program has five basic principles. These principles are:

Commanders and leaders are responsible for unit EO.

Each commander and leader is responsible for the EO program. Not only must you comply with the EO Program, but you must also ensure that your soldiers or civilian employees know what the policy is and what is expected from them. Enforcing compliance of the policies is one of responsibilities that accompanies leadership.

Commanders and leaders must promote harmony; do not merely avoid disorder. All leaders need to promote the harmony of their subordinates, not just correcting their deficiencies. Use reasonable and consistent standards for

everyone.

Commanders and leaders must support individual and cultural diversity. Regardless of your own background, military and DA civilian personnel must be aware of, and show respect for, religious, cultural, and gender differences of other personnel. Everyone must learn about others and understand how some preconceived and unwarranted prejudices must be overcome. Everyone must be capable of living and/or working in a common environment within the Army.

Commanders and leaders must ensure discipline is not compromised. Discipline will and must be maintained. However, the discipline applied needs to reflect the situation and should not reflect, or be perceived by others as unjust, or a reflection of race, religion, color, gender, or national origin.

Commanders and leaders must provide fair and equal treatment of soldiers and employees. The crucial element, in terms of morale and fairness, is not just what the situation is supposed to be - it is what the soldier or employee perceives it to be. You must take steps to ensure not only that soldiers and civilians receive fair and equal treatment, but also that they fully realize that it is fair treatment.

“Days of Remembrance—For Justice and Humanity”

2004 Days of Remembrance (Remembering Victims of the Holocaust)

Days of Remembrance - Yom Hashoah

>The Holocaust spanned years with suffering and death spread throughout these years of terror. Yom Hashoah is a time to remember the victims - those who survived, and the many more who did not. There are various beliefs about what is and is not appropriate on this day - and many of them are conflicting. In general, Yom Hashoah has been observed with candle lighting, speakers, poems, prayers, and singing. Often, six candles are lighted to represent the six million victims. Holocaust survivors speak about their experiences or share in the readings. Some ceremonies have people read from the Book of Names for certain lengths of time in an effort of remembrance and to give an understanding of the huge number of victims. Sometimes these ceremonies are held in a cemetery or near a Holocaust memorial. This year's theme is “For Justice and Humanity.”

EO DICTIONARY

Prejudice: to form an adverse judgment or opinion beforehand or without knowledge or examination of the facts. Prejudice can be a preconceived unreasonable judgment or conviction.

What Do You Know?

Identify words with their meaning with the following word match

- | | | |
|-----------------------|-----------|---|
| (A) Anti-Semitism | (1) _____ | “work makes one free” - A sign over the gates of Auschwitz I. |
| (B) Genocide | (2) _____ | A term referring to someone who is not Jewish |
| (C) Magen David | (3) _____ | Prejudice against Jews |
| (D) Kommando | (4) _____ | Labor squads made up of camp prisoner |
| (E) Arbeit Macht Frei | (5) _____ | Star of David |
| (F) Gentile | (6) _____ | Extermination of an entire people |

Answers—You Know? 1=E, 2=F, 3=A, 4=D, 5=C, 6=B

“Freedom for All, A Nation We Call Our Own”



May is Asian Pacific American (APA) Heritage Month

-a celebration of Asian and Pacific Islanders in the United States. Much like Black History and Women's History celebrations, APA Heritage Month originated in a congressional bill put forward by legislators.

Congressional Bills Establish Celebration

In June 1977, Representatives Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution which called upon the president to proclaim the first ten days of May as Asian/Pacific Heritage Week. The follow-

ing month, Senators Daniel Inouye and Spark Matsunaga introduced a similar bill in the Senate. Both were passed. The proclamation of Asian/Pacific Week had to be brought forward each year because a Joint Resolution did not contain an annual designation. On October 5, 1978, President Jimmy Carter signed the Joint Resolution.

APA Becomes Month-long Celebration

In May 1990, the holiday was expanded further when President George H.W. Bush designated May to be Asian Pacific American Heritage Month. May was chosen to commemorate the immigration to the first Japanese immigrants to the United States in 1843.

School, Government, Community Celebrations

Asian Pacific American Heritage Month is celebrated with community festivals, government gatherings, and educational activities for students. Since its inception as a single week in 1977, APA Heritage Month has grown into a month-long celebration across the country.